

The job description has been expanded to include language skills and direct experience engaging communities.

**Economic Equity:** We have reviewed the scope of the project and are working closely with SPU's Environmental Justice and Service Equity division and Contractor Development and Competitiveness Center to promote this with HUBs.

**I&R Access:** We will be working closely with SOCR's public engagement manager and SPU's EJ team to identify effective public engagement strategies.

**Capacity building:** As was mentioned earlier, staff has received and will receive anti-racism training public engagement and other related training as needed. In addition we will be using BMP and other tools that have been developed (language maps, consultant list, etc.)

6. **Who are the racial / ethnic groups affected by this program, policy or practice? How will each group be affected?**  
According to census data, Asian/Pacific Islander, East African, African American, and low income groups will be most affected by this project.
7. **Describe the community members and/or groups who have been involved with the development of the proposal and the involvement process. Is there community support for or opposition to the proposal? Why?**  
We have been working with our consultant and have a staff person assigned to meet with community groups to get community input on this project. Funds for translation and interpretation, and hands-on activities have been budgeted to assist with language needs. We have compiled comments from all participants and they are included in this proposal.
8. **What strategies are being used, and how will they help achieve racial equity? Describe the resources, timelines, and monitoring that will help ensure success.**  
We have worked with communities and partners to identify priorities, attached a timeline for what needs to get done, and have set up a community/partner steering committee to give and receive feed back on the status of the project.
9. **Are there direct or indirect community impacts or benefits? Are there strategies to mitigate any negative impacts? Please describe:**  
Increased open/green space that represents/reflects community interest and needs.
10. **How has your Change Team or Core Team members assisted with the development or review of this action?**  
We have met with our change team to let them know what is going on. We have also consulted with Michael Davis, Sharon King, Marget Chappel, Glenn Harris, Jacque Larrainzar, Darlene Flynn and other core team members as needed.